

Capital Area Intermediate Unit

Blueprint for Building a Culture of Belonging & Dignity

2022-2023



Vison	Recognized as a trusted and influential partner in achieving life-changing outcomes in the Capital Area. <i>#ChangingLives</i>		
Mission	CAIU provides innovative support and services in partnership with schools, families, and communities to build capacity and model courageous leadership to help them be great. <i>#BeGreat</i>		
Pillars of Practice		Indicators of Progress	
I. Organizational Commitments and Practices		<p>Strengthening the CAIU by:</p> <ul style="list-style-type: none"> • Commit to practices that reflect belonging and dignity across the organization • Consistent communication to support our organization commitment to work toward a culture of belonging and dignity with all staff/partners. • Ensuring the resources (human, financial, time, attention) necessary to build and sustain a culture of belonging and dignity are available and utilized in the intentional development of organizational and individual practices that support a culture of belonging through honoring the dignity of every individual 	
II. Equitable Access		<ul style="list-style-type: none"> • Ensuring equitable access for all to conditions for learning and educational opportunity as well as all necessary supports and services in order to thrive • Commitment to using all data to drive decision making in support of a culture of belonging and dignity • Ensuring that our processes honor the dignity in all human beings 	
III. Partnerships		<ul style="list-style-type: none"> • Engaging in collaborative partnerships, internal and external, that support belonging and dignity. • Engaging our families and communities to share our practices around belonging and dignity with the intention of growing the coalition of people willing to engage in the work 	
IV. Building Capacity		<ul style="list-style-type: none"> • Committing to individual growth through increasing our understanding and skills to ensure our practices are consistent with a culture of belonging and dignity. • Engaging in learning to strengthen our practice of honoring the dignity of self, others, and the greater work of the CAIU 	

CAIU 2022-2023 BLUEPRINT FOR BUILDING A CULTURE OF BELONGING



2022-2023 Goals "x to y, by z"	Alignment to Strategic Priorities Organizational Health Standards and Pillars of Practice	Steps to Get There/Communication Plan/Lead Measures/Training Needed	Owner(s) Person(s) Team(s) Committee(s)
<p>We will ensure that all staff have a clear understanding of belonging at the CAIU so that all feel affirmed, accepted, treated fairly and validated as evidence by an increase in positive responses in the post belonging survey results, by June, 2023.</p>	<p>Strategic Priorities: I, II, III, IV OH Standards: PH6, SH3, EH1, EH3, EH5, BG1 Pillar of Practice: I</p>	<p>Action Steps:</p> <ul style="list-style-type: none"> • Post-Belonging survey in the spring of 2023 • Training for leadership to build capacity and move the work forward • Belonging ambassadors to travel to staff meetings to share encouragement and to hear ALL voices • Find the simple access point for all, to engage and empower staff <p>Resources:</p> <ul style="list-style-type: none"> • Devote financial, human and time resources to training <p>Communication:</p> <ul style="list-style-type: none"> • All In/Website; guest writers of articles related to B&D • Executive summary of CAIU work around Belonging and Dignity • Utilize podcast to share the importance of Belonging/Dignity related topics 	<ul style="list-style-type: none"> • Organizational Commitments and Practices Subcommittee • Teams • Cabinet/Directors

2022-2023 Goals “x to y, by z”	Alignment to Strategic Priorities & Organizational Health Standards	Steps to Get There/Communication Plan/Lead Measures/Training Needed	Owner(s) Person(s) Team(s) Committee(s)
<p>We will improve equitable access for students, staff, and partners, through the creation of data protocols that will inform our B&D practices, by June, 2023.</p>	<p>Strategic Priorities: I, II, III, IV OH Standards: PH1, PH2, SH3, EH1, EH3, EH5, BG1 Pillar of Practice: II</p>	<p>Action Steps:</p> <ul style="list-style-type: none"> • Data Task Force will convene to to determine what data collection processes and procedures need to be developed for both staff and student data <ul style="list-style-type: none"> ○ Surveys ○ Focus groups, interviews • Create timelines for implementation of data protocols • Use results of data to develop trainings and determine needs • Ensure that all data practices include B&D concepts to inform practice and decision making <p>Resources:</p> <ul style="list-style-type: none"> • Devote financial, human and time resources to training <p>Communication:</p> <ul style="list-style-type: none"> • Sharing our stories among the CAIU and with families (cultural/personal) 	<ul style="list-style-type: none"> • Data Task Force • Teams • Cabinet/Directors

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<p>We will increase and improve our relationships with internal and external partners to increase the following by June, 2023:</p> <ul style="list-style-type: none"> • IU awareness in the community • Access of services (to/from) • Number of partnerships 	<p>Strategic Priorities: I, II, III, IV OH Standards: PH6, SH6, EH1, EH3, EH5, BG1 Pillar of Practice: III</p>	<p>Action Steps:</p> <ul style="list-style-type: none"> • Administrative Site visits • Develop IU resource directory to be able to locate people with specific skills sets • Create opportunities for cross-team partnerships • Complete asset mapping to assess current resources • Partnership Subcommittee to develop metrics to demonstrate progress • Outreach to community agencies private and public <p>Resources:</p> <ul style="list-style-type: none"> • Partnership Subcommittee • Local colleges/universities • History of collaboration with districts and across disciplines • Partnering to bring in more community supports • Going outside of education for concepts <p>Communication:</p> <ul style="list-style-type: none"> • Communicate successes • Qualitative assessment/focus groups/surveys <p>Identify different ways to empower others to be seen, heard and under</p>	<ul style="list-style-type: none"> • Partnerships Subcommittee • Teams • Cabinet/Directors

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<p>We will increase self-awareness in CAIU staff so that every staff member feels acceptance, fairly treated, validated and appreciated, as evidenced by every staff member attending at least one PD session related to B&D, by June 2023.</p>	<p>Strategic Priorities: I, II, III, IV OH Standards: PH6, SH3, EH1, EH3, EH5, BG1 Pillar of Practice: IV</p>	<p>Action Steps:</p> <ul style="list-style-type: none"> • Building Capacity Subcommittee will convene to plan roll out of “Brave Spaces” protocols, activities, and training, as well as the development of a “check-in” monitoring tool • Teach and Review “Brave Spaces” meeting protocols to all staff to be used in all staff meetings, PD sessions • Creation of post belonging training exit survey to staff to determine their needs and trainings, gaps in knowledge • Cross org. empathy conversations • Opportunities for PD offerings that support growing self-awareness (listening, deep dives into belonging and dignity, empathy, reflective sessions) <p>Resources:</p> <ul style="list-style-type: none"> • Partner with Wellness Committee to incorporate Belonging/Dignity in all events/materials <p>Communication:</p> <ul style="list-style-type: none"> • All In/Website • Cover “What Is” and “Why” • Better communication around the importance of Belonging • Follow up emails post belonging training • Ensure each team is receiving the same message 	<ul style="list-style-type: none"> • Building Capacity Subcommittee • Teams • Cabinet/Directors •